

UTK PSYCHOLOGY DEPARTMENT STRATEGIC PLAN 2020

OUR VALUES

As a community of scholars, teachers, & learners, we commit to open intellectual inquiry, published scholarship, respectful dialogue, civic responsibility, and community engagement and service in an inclusive, diverse, collegial, supportive environment, to foster professional development and education of all in our communities while advancing the science of Psychology.

OUR MISSION

- Provide excellent **undergraduate education** in Psychology
- Deliver world-class **graduate education** to prepare future psychologists for leadership roles in their specialties
- Conduct internationally recognized **scientific research** that advances knowledge and professional practice of Psychology
- Support constructive **service & outreach** to our communities and disciplines
- Actively promote **diversity & inclusion** in our local, regional, national, and global communities
- Build and support our world-class, cohesive **faculty & staff**
- Advocate for the **infrastructure & resources** necessary to accomplish our mission

OUR VISION FOR 2020

We intend to execute our mission in ways that support the larger mission of the University and enhance international recognition for our excellence in psychological science; our attractiveness as a destination of choice for high-quality faculty, graduate students, and undergraduate students; and our value to the community and discipline.

We seek to advance our standing among U.S. public Psychology departments, with a productive and collegial faculty large enough to maintain our nationally accredited, professional programs in Clinical Psychology and Counseling Psychology; our specialties in Biological, Developmental, and Social Psychology; and integrative capabilities in cognitive psychology and neuroscience. To achieve this vision we aim to increase our resource base and enhance our infrastructure.

OUR SEVEN STRATEGIC PRIORITIES, ACTIONS, AND METRICS

UNDERGRADUATE EDUCATION: *Deliver comprehensive, high-quality undergraduate education on the science of Psychology, providing current knowledge via active learning while fostering creativity, critical thinking, effective writing, inclusive multicultural perspectives, and community engagement, with support of a dedicated faculty Undergraduate Program Director and full-time Professional Advisor.*

Undergraduate Education: Actions	Metrics
<ul style="list-style-type: none"> • Regularly review & update our curriculum, course designs, and content to align with scientific knowledge, multicultural perspectives, and best learning practices • Optimize course offerings for majors to complete their requirements and graduate on schedule • Promote interaction with tenure-line faculty, both formal (e.g., in small upper-division classes) and informal (e.g. service projects and events for Majors) • Offer experiential learning opportunities via supervised research, study abroad, service courses, etc. • Conduct pre-major and yearly advising by our faculty, Advising Coordinator, professional advising staff, and supervised graduate student assistants • Promote classroom participation, creativity, and critical thinking via small class sizes, active learning exercises, discussion sections led by graduate teaching assistants for large lecture courses • Improve teaching effectiveness by incorporating feedback from students' course evaluations and peer teaching evaluations, & through faculty participation in teaching-related professional development 	<ul style="list-style-type: none"> • <i>On-schedule completion of majors, %</i> • <i>Six-year graduation rate for majors, %</i> • <i># students participating in experiential learning courses / year</i> • <i>Avg. # advisees per faculty / year</i> • <i>% tenure-line faculty teaching ≥1 UG course per year</i> • <i>% upper-division courses taught by tenure-line faculty</i> • <i>Avg. section size in Upper Division courses</i> • <i>Avg. discussion section size #</i> • <i>Avg. student evaluation score</i> • <i>% faculty participating in professional teaching activity / year</i>

GRADUATE EDUCATION: *Recruit, retain, educate, and mentor diverse graduate students who will excel as scientists, educators, and skilled practitioners, through the support of tenure-line faculty with expertise in Biological, Clinical, Counseling, Developmental, and Social Psychology, and clinical faculty in the Psychological Clinic, UT Counseling Center, and community placements.*

Graduate Education: Actions	Metrics
<ul style="list-style-type: none"> • Recruit and retain excellent, diverse graduate students by providing high quality training and mentoring experiences, a healthy learning environment, and sufficient resources • Regularly review & update the curricula for our PhD programs in Clinical, Counseling, Experimental (Biological, Developmental, and Social), and for our MA program, to provide high-quality training and mentoring in scientific research, publication & grant writing skills, professional ethics, multicultural perspectives, and applications of psychological science • Support & enhance graduate student peer mentoring networks • Support multi-program, multi-disciplinary collaborative research & publication by graduate students • Provide varied, supervised clinical experiences in the Clinic, Counseling Center, and other community settings • Enhance effective teaching by graduate students through instruction and supervised experience in effective teaching • Promote & foster recognition of Psychology as a diverse, multi-species, multicultural, multi-linguistic, & increasingly global field 	<ul style="list-style-type: none"> • Avg. graduate student annual \$ stipend • Avg. incoming student GPA • Avg. incoming student GRE scores • % students from underrepresented groups • % students applying for external fellowships & research grants • # applied external placements • % students presenting at professional conferences • % students with refereed publications • # graduate student collaborative publications / yr • % PhD students finishing degree within 6 years • % MA students finishing degree within 3 years • % GTAs receiving formal teaching evaluations • % students participating in diversity-focused education & training • % graduate courses with diversity-related content

SCIENTIFIC RESEARCH: *Engage in high-quality, high-impact scholarly activity, scientific research, and publication.*

Scientific Research: Actions	Metrics
<ul style="list-style-type: none"> • Support & incentivize faculty research involving students • Support & incentivize research presentations at conferences • Enhance the quantity & visibility of high-quality faculty research & scholarly publication • Support & incentivize interdisciplinary collaborative research • Maintain and enhance departmental funding, teaching load, & facility support for faculty research and scholarly activities • Obtain external funding for research & scholarship 	<ul style="list-style-type: none"> • Total department-wide citation count • Department average faculty h-index • % faculty organizing symposia &/or giving invited talks • Dept. average # publications in refereed journals • # faculty receiving national & international awards • # faculty with in-house seed funding for research • % faculty publishing with students / year • % faculty applying for external research funding • % faculty receiving external funding

COMMUNITY OUTREACH & PROFESSIONAL ENGAGEMENT: *Serve our local, regional, national, and international communities through diverse, effective applications of Psychology, including delivery of psychological services and other appropriate forms of community engagement and service to our discipline.*

Community Outreach & Professional Engagement: Actions	Metrics
<ul style="list-style-type: none"> • Provide high-quality direct mental health & other psychological services to the local community via the Psychological Clinic, UT Counseling Center & community placements • Foster & encourage inter-disciplinary & community-based, participatory research • Engage in outreach & advocacy in service of social justice at local, state, and national levels • Offer education on the science & practice of psychology to the lay public • Offer continuing education for mental health professionals • Promote faculty contributions to professional organizations, peer reviewing, & editorial boards 	<ul style="list-style-type: none"> • # clients served by Clinic/year • # community training & CE workshops/year • # faculty in leadership roles in professional organizations • Avg. # journal reviews per faculty/year • # faculty on editorial boards • # multi-disciplinary community initiatives • # faculty involved in community partnerships • # faculty involved in social justice outreach & advocacy initiatives

DIVERSITY & INCLUSION: *Create and sustain a welcoming environment; recruit, retain, and support diverse students, staff, and faculty; prepare students to conduct research, teach, practice, and advocate in a diverse world; and develop and strengthen campus and community partnerships to further inclusion and social justice.*

Diversity & Inclusion: Actions	Metrics
<ul style="list-style-type: none"> • Maintain a Diversity Council of students, staff, & faculty to guide & implement the Department Diversity Plan • Offer diversity & social justice courses at undergraduate & graduate levels • Incorporate diversity & social justice content in all courses • Maintain a comprehensive departmental diversity web-page highlighting related research, clinical work, & social justice advocacy • Maintain an anonymous comment portal with timely follow-up • Sponsor Psychology-related talks by speakers from under-represented groups • Conduct a Department Climate Survey every 3 years. • Ensure Department social events are welcoming & inclusive. • Encourage & support diversity-related professional development for faculty, staff, & students. • Recruit & retain graduate students & faculty candidates from under-represented populations, including proposals for <i>target of opportunity hires</i> • Foster dialogues related to diversity & social justice through Dept. colloquia, invited speakers, & campus & community engagement 	<ul style="list-style-type: none"> • % <i>Psyc courses incorporating diversity / inclusion content</i> • # <i>Diversity- & social justice-related Dept. sponsored colloquia / year</i> • # <i>Dept. sponsored colloquia by speakers from under-represented groups / year</i> • <i>Average diversity / inclusion climate satisfaction index from Dept. Climate survey</i> • # <i>graduate applications & campus visits by students from under-represented groups (e.g., students of color).</i> • % <i>job search finalists from under-represented groups.</i> • # <i>faculty & students presenting at minority-serving institutions</i> • % <i>faculty participating in diversity- & social justice-related professional development programs / year.</i> • # <i>faculty, staff & students in diversity & social justice related partnerships / outreach with campus & community agencies</i> • % <i>graduation rate for graduate students from under-represented groups</i> • # <i>proposals for target of opportunity hires / 5 years</i>

FACULTY & STAFF: *Attract, support, & retain a cohesive, diverse, world-class faculty and staff sufficient to maintain excellence in carrying out our mission.*

Faculty & Staff: Actions	Metrics
<ul style="list-style-type: none"> • Attract & maintain a Psychology faculty of 40 tenure-line positions, with 6 to 9 per area. • Recruit & retain sufficient full- and part-time instructors to support current & expected student enrollments • Increase the gender & racial diversity of our faculty & staff • Maintain appropriate staffing to support the department's mission • Advocate for faculty salaries competitive with those of Psychology departments at top-25 institutions • Support & enhance faculty & staff mentoring networks within and across programs and career stages • Support cross-institutional research, teaching & service collaboration • Support & encourage faculty participation in international & professional development programs • Enhance department collegiality through faculty and staff retreats and department events 	<ul style="list-style-type: none"> • # <i>Tenure-line faculty</i> • % <i>tenure-line faculty who are female, by career stage & program</i> • % <i>tenure-line faculty who are members of under-represented groups by career stage & program</i> • % <i>Psychology staff who are members of under-represented groups</i> • % <i>faculty participating in mentoring programs / year</i> • # <i>faculty participating in international & professional development programs / year</i> • % <i>faculty participating in cross-disciplinary / cross institutional research collaborations</i> • # <i>visiting scholars hosted by Department per year</i>

INFRASTRUCTURE & RESOURCES: *Maintain University-based funding and physical facilities required to effectively carry out our Department mission, including high-quality, cutting-edge facilities for teaching, research & community outreach.*

Infrastructure & Resources Actions	Metrics
<ul style="list-style-type: none"> • Advocate for increased funding for graduate student stipends • Seek external funding for graduate student stipends & tuition waivers • Advocate for state-of-the-art lab & office space for faculty • Maintain an excellent Psychological Clinic facility for training graduate students and serving clients • Increase donations from alumni, emeriti faculty & friends • Increase revenue from APA-approved continuing education programs • Increase funding from research and training grants and contracts 	<ul style="list-style-type: none"> • <i>Avg. graduate student annual stipend, \$</i> • <i>External research expenditures, \$ / year</i> • # <i>graduate students / year supported by external funds</i> • <i>Donations received, \$ / year</i> • # <i>grant proposals submitted / year</i>